



Our Sustainability Policy

At Thx!, we are committed to **sustainability** in everything we do. We are responsible for protecting the environment and contributing to a more just and equitable future for all.

Our Principles

- **Responsibility:** We take responsibility for our activities' environmental and social impact.
- **Proactivity:** We constantly seek opportunities to improve our environmental and social performance and become a promoter of good practices to encourage others to act as well.
- **Collaboration:** We work together with our employees, suppliers, partners, customers, and the community to promote environmentally and socially responsible practices.
- **Transparency:** We are transparent about our sustainability performance and communicate regularly with our stakeholders.

Environmental Responsibility

- We are committed to reducing our carbon footprint and greenhouse gas emissions in our offices and places where our employees work.
- We implement measures to increase energy efficiency, reduce resource consumption, and promote sustainable practices.
- We encourage recycling and reuse to reduce waste generation and promote a circular economy.
- We limit corporate travel to those that are absolutely necessary and promote the use of virtual alternatives whenever possible.
- We strive to raise awareness among all our remote employees so that they implement these good practices in their homes and choose environmentally friendly supplies.

Social Justice and Impact on Our Communities

- Through our business model, we positively impact the lives of farmworkers and their families.
- We support, generate, and implement actions of our own or together with third parties that benefit vulnerable populations, mainly rural workers, through donations or social investment actions.
- We promote fair and equitable practices in our supply chain and our relationships with employees, partners, customers, and communities.
- We believe in the importance of diversity and inclusion in our supply chain, so we support the development of suppliers from underrepresented populations, such as women-owned or minority-owned businesses.

Awareness and Communication

- We raise awareness and train our stakeholders on the importance of protecting the environment and promoting sustainable practices.
- We encourage the active participation of all members of THX in continuously improving our environmental and social performance, establishing clear and measurable objectives to monitor our performance, and constantly seeking opportunities for improvement.
- We communicate our progress on sustainability to our employees, customers, and community.
- We publish an annual sustainability report that details our performance and activities.



Thx!

FOR HELPING MY DREAM COME TRUE

THE SOCIAL FACE OF SUSTAINABILITY
THE POWER OF MAKING DREAMS COME TRUE!

